

PUBLIC SAFETY SUPPORT SPECIALIST (PS3s)

FREQUENTLY ASKED QUESTIONS

1. Will PS3s be police officers?

No. By state law, PS3s will not be police officers. Under ORS 181A.355, the definition of a police officer requires a person to be employed by a law enforcement unit, full time, as a commissioner peace officer **and** be responsible for enforcing criminal laws.

2. Will they be DPSST-certified?

No. The PPB reached out to DPSST late last year and provided the general list of duties that PS3s would undertake. DPSST confirmed that based on those duties, PS3s would not meet the definition of a police officer and therefore would not need to be certified by DPSST.

3. What does police authority mean?

Police authority is the power granted by the state to enforce criminal laws.

4. Will PS3s drive patrol vehicles?

No. PS3s will drive specially-marked vehicles. They will not be permitted to drive patrol vehicles.

5. What will their uniforms look like?

PPB is currently contemplating green polo shirts/jackets and tan pants. They will not wear badges; just the PPB logo.

6. Will PS3s carry firearms?

No.

7. If not firearms, then what will they carry?

Like Park Rangers, PS3s will carry pepper spray.

8. If PS3s are non-sworn civilians, then why are they being included in the PPA's bargaining unit?

In 2016, as part of the negotiations around the PPA labor agreement, the City and the PPA signed a Tentative Agreement that set the stage for the development and implementation of a CSO (now, PS3) program. Specifically, the Tentative Agreement committed the City and PPA to including PS3s in PPA's bargaining unit.

Full language: *Given the mandatory bargaining obligations surrounding the creation of a community of a community service officer ("CSO") program, the PPB and PPA will meet to*

discuss the feasibility of implementing a CSO program with PPB, with the CSOs to be included in the PPA bargaining unit.”

9. When did the City begin negotiations with the union?

The City began meeting with the union to negotiate the details of the program in 2017.

10. What is the difference between the negotiations over the program details like scope of work and training versus formal bargaining?

Once the City approved the classification for the position and interim wages, Labor Relations began formal bargaining over wages and the terms by which PS3s would be included in the PPA labor agreement. This did not include a renegotiation of the scope of work.

11. Did negotiations with the union narrow the scope of the program?

No. Nothing has changed since Council approved the classification and interim wages.

12. Will PS3s be working at the front desk of precincts?

No. This does not serve the initial vision of the program. Moreover, there is already a position in place for this work: front desk clerks. That work is protected by AFSCME. When carving out the scope of work for PS3s, the City was very careful to not create any overlap with Park Rangers and positions that fall within the AFSCME.

13. How will PS3s support the work of sworn police officers?

By taking on lower-level work, PS3s will take on many of the responsibilities currently performed by sworn officers, which ultimately contribute to officer burnout and excessive overtime costs. It is a better allocation of City resources.

14. Who will PS3s report to?

PS3s will report to their sergeant.

15. Will PS3s have a distinct Program Manager?

No. The PS3 program will be managed by Asst. Chief Chris Davis in the Chief's Office and Capt. Erica Hurley in the Training Division.

16. Are PS3s required to respond to calls with a sworn member?

No. PS3s can respond to calls by themselves at the direction of a sergeant. The only time a sworn member's presence would be required is if police authority is required.